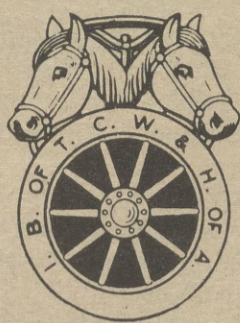


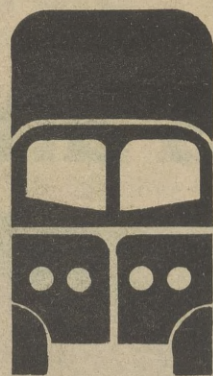
Strike ends; holidays start

Serving more than 100,000

teamsters & their families

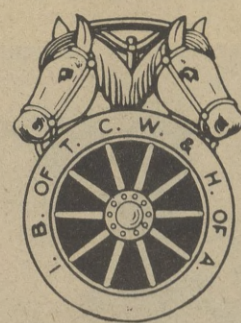


NORTHERN



CALIFORNIA

TEAMSTER



VOL. 24, NO. 12

530

NORTHERN CALIFORNIA, DECEMBER 1978

Back to work

Eight issues unsettled

Some 3500 Northern California Teamster drivers and warehousemen from eight locals are back on the job, having returned to work at four supermarket chains after the Thanksgiving weekend.

The back-to-work move ended a 19-week strike and lockout which began last July 18 when approximately 1100 members of Local 315 struck the Richmond distribution center of Safeway Stores. The immediate cause of the strike was the refusal of Safeway management to negotiate on a speedup MTM (Motion-Time-Measurement) program imposed on warehousemen.

The strike subsequently spread to the Lucky, Alpha Beta, and Ralph's chains. The locals involved, besides 315, were 70, 78, 150, 165, 287, 490 and 853.

While the striking Teamsters returned to their jobs the week starting November 27, three days after 15 separate three-year contracts had been signed between the eight locals and the four chains, eight issues still were unsettled. They went to arbitration under the supervision of Arbitrator Sam Kagel of the U.S. Mediation and Arbitration Service, with a 90-day time limit for settlement of all issues except personnel matters. These will have a 45-day period for settlement.

Strikebreakers

Strikebreakers hired by the chains were to be dismissed and replaced within 72 hours under the settlement which was approved by a total 1382 to 342 vote at meetings of the striking locals. Hearings for 63 Teamsters identified by the chain managements for dismissals for

alleged "gross misconduct" during the strike were to be held by Kagel and Arbitrator Francis Walsh. Seven other workers were returned to their jobs after one-week suspensions.

D.C. meeting

The groundwork for the settlement, including arbitration of the eight disputed issues, was accomplished last month at a Washington, D.C. meeting set up by General President Frank E. Fitzsimmons. Attending the meeting from Northern California were Teamster Chief Negotiator William Grami of the Western Conference, Joint Council 7 President Jack Goldberger, International Organizer Rudy Tham, Strike Committee Chairman Al Costa of Local 853, Local 70 Secretary-Treasurer Chuck Mack, and Secretary-Treasurer Loren

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Carter program is too rigid on wages

Denver — Teamster President Frank E. Fitzsimmons told representatives from seven Western states at a meeting here that his union recognizes inflation as the nation's most serious domestic problem and that his giant two million member union will cooperate with a program to curb it if such a program is fair and equitable to workers.

Fitzsimmons told over 100 Teamster representatives gathered for the ceremonies:

"Today, our membership and all workers are being ravaged by inflation."

Carter program

He said of President Carter's anti-inflation program:

"It places a great deal of flexibility and latitude on the price side, but is rigid in its application of a seven per cent standard for wages and fringe benefits."

"As President Carter's program develops, consideration must be given to adjustments in the wage standard. Acceptability and the success of Carter's program will depend upon such adjustments."

"But," he cautioned, "everyone should recognize that we will not support a plan which unfairly places the burden of controlling inflation on the backs of workers."

Alarming

The Teamster leader noted that health and medical costs are soaring at one and one-half to two times the average rate of inflation, and the cost of administering pension plans under federal law is increasing at an alarming rate.

He said that the union will begin bargaining with the nation's trucking employers for a national agreement in December. Of those negotiations, he said:

"Our economic demands in those negotiations will be based

Page 2

Award to O'Reilly

Mark O'Reilly, one of the founders of Teamster Warehouse Local 860 in 1937 and its Secretary-Treasurer since 1964, will be the guest of honor of the City of Hope at a Fairmont Hotel dinner January 18.

O'Reilly, Vice President of the Pacific Coast Metal Trades District Council, will receive the famed Southern California medical facility's highest honor, the Spirit of Life award, at the dinner. He joins a distinguished list of labor leaders who have received the award over the past twenty years. They include the late Teamster International Vice President Joseph J. Diviny, International Vice Presidents George E. Mock, M.E. (Andy) Anderson, and Arnie Weinsmeister, and Local 70 President Jim Muniz.

The award is given for community and humanitarian service. O'Reilly was a member of

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Election evaluation

by Legislative Representative Gerald O'Hara

The California Legislature is out of session. However, there has been no lack of political activity in this election year with its upsets and changes in makeup for the 1979-80 session. There will be 50 Democrats and 30 Republican members in the Assembly leaving the Democratic majority four votes short of the 54 votes needed on budget, appropriation and urgency bills. Late reports had a second

Democratic incumbent senator besides John Dunlap (D) Napa losing his bid for re-election. Senator Arlen Gregorio (D) San Mateo trailed by ninety votes in the official tally. Marz Garcia, a Republican tax economist, is the apparent victor. This will leave the Senate with 25 Democrats and 14 Republicans and one vacancy.

More women

The big winners were women candidates. The Assembly will have nine women members, an

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1st time Coca-Cola in Stockton

For the first time in the history of Teamster Local 439 in Stockton, drivers and warehousemen of the Coca-Cola Bottling Company there overwhelmingly voted in a National Labor Relations Board election to be represented by the local.

Organizer John Wallace of 439 was praised by President Ace C. Hatten and Secretary-Treasurer Bob Plummer for his supervision of the campaign preceding the election.



Teamsters hold school

Formula is books and boxing gloves



CLASS IN SESSION — Left to right are: Gary Turner, Jose de la Mora, Zachary Hewitt, retired Teamster "Sonny" Marson, Max Cervantes, Ruben Castillanos, and Carlos Hernandez. Teamster Bill Mateo is in back of the group.

There is a warm Holiday Season story going on now a few blocks from the Joint Council 7 offices. It involves a couple of retired Teamsters and a group of underprivileged kids.

The aged Newman and Herman Gymnasium at 312 Leavenworth Street in downtown San Francisco carries a lot of memories for boxing fans. For more than 50 years, it has been the main training headquarters for professional and amateur boxers getting ready for fights in San Francisco and the Bay Area.

A long line of world champions, as well as local main eventers and preliminary fighters who never made it to the top, have sweated, huffed and puffed, and traded punches in sparring sessions in its two elevated training rings.

Former world-ranked bantamweight championship contender Tony Olivera, a retired Teamster from Local 85, drops in occasionally at the low-ceilinged, vintage gym which resembles a setting for Damon

Runyon's fictional and colorful characters. Olivera talks with Ernest (Sonny) Marson, another retired Local 85 member. Marson is at the gym five days a week, Monday to Friday, from 5 p.m. until about 7:30.

With him usually is Bill Mateo, a Local 85 driver. From 10 to 15 boys, between 12 and 15 years old, are in their charge and listen closely to Marson and Mateo. They are learning to box. Olivera also gives them pointers when he comes in.

Start

All this started about four years ago, in 1974 when Marson fell off of a rig. Placed on the Local's disability list, it was only natural that Marson should turn to boxing and teaching youngsters the traditional virtue of "learning how to hold their hands up in self-defense," as working family fathers usually put it.

Marson had been a busy and promising fighter himself, competing in the Golden Gloves, Diamond Belt and other top amateur tournaments before a brief fling in the fight-for-pay ranks. His father, Jack, had been a popular professional club fighter in the Bay Area under the ring name of Jack Lynn. Four of Marson's uncles had been professional boxers, fighting four and six-round preliminaries on local cards. His oldest son, Ernie, Jr., fought successfully in amateur tournaments on the west coast.

Later, Marson served as boxing coach at the San Francisco Boys Club branch in San Francisco's Mission District. He enjoyed working with the boys that came under his wing. It meant becoming involved with the youngsters. Some of them

hungered for attention and recognition. He learned he could become a good influence in keeping them out of trouble and off the streets where trouble brewed. He discovered that he could often successfully cajole them into keeping up with their school studies.

Following his disability accident in 1974, Marson, Olivera, Mateo, and Vice President Herb Suvaco of Local 860, formed the M & M (Marson and Mateo) Boxing Club, a non-profit organization. Suvaco's sister, Mrs. Peggy J. Kao, a Local 856 member, helped get it started. The basic purpose of the club was to help underprivileged boys who needed guidance and who displayed both interest and some talent in boxing.

Program appeals

The bevy of eager, bright eyed, and obviously determined boys who now faithfully show up at the Leavenworth Street gymnasium is a testimonial of the success and appeal of Marson's program.

Take Zachary Hewitt, 15, of East Oakland, for example. Hewitt travels 40 miles on buses, trolleys and BART every weekday after school and on Saturday mornings to work out under Marson. Hewitt won the 1978 Pacific Coast Southwest Lightweight (132 pounds) Amateur Boxing Championship in San Diego last September and hopes to go to the Olympic Games eventually, representing the United States in boxing.

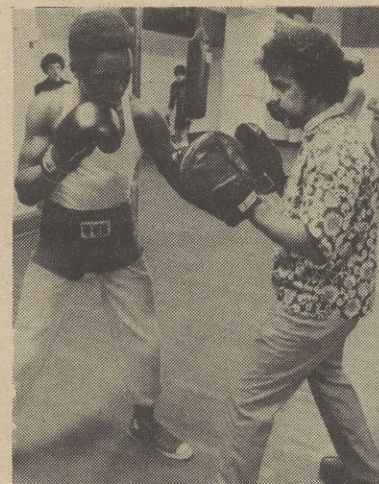
It is the dream of the Olympics that is uppermost in the thoughts of practically all the kids that Marson and Mateo train. Reaching that goal means possible professional careers that promise not just fame, but

security and that elusive dollar that brings many of the basic things that poor kids, whether they are Black, Chicano, or otherwise, find it difficult to achieve for themselves or their families.

Junior Olympics

Marson is aware of this incentive, and he has geared his program to that objective. He aims his boys at the Junior Olympic Championships sponsored by the National Amateur Athletic Union. This series of tournaments is for boys under 16. After that age, amateur boxers must enter the Golden Gloves and other rated tournaments that lead up to the Olympic Trials every four years where the U.S. Team members are decided. Winning a Junior Olympic title is considered a major stepping stone toward going all the way.

"All these kids here are poor kids," Marson said, nodding toward the slim, serious teenagers boxing in the rings, exercising on the floor, or punching the heavy leather bags suspended from the old wooden beams of the gymnasium. "They were failing in school because of discipline problems. They did not know what discipline meant. They get it here, and they have to carry it home. I work with their parents or guardians. Most of them are from broken homes. They are looking for someone that needs them. They get that feeling here. That is what I try to drill into them. They are needed."



SMACK! — Coach Marson catches a left hook from 15-year-old Zachary Hewitt in a training session.

"If they don't keep their grades up, they don't box. I have them bring their report cards to me."

Money need

The chief problem facing Marson and his Teamster supporters is a common one—money. It is a costly program and donations from their own pockets, plus what they can pick up now and then by pleas to friends and relatives, or donations from people who occa-

sionally hear of the program, often fall short of need. Peggy Kao helps out by sewing and patching trunks and robes for the boys.

Marson, with a heavy sigh, shows some of the mandatory equipment that he must have to train the boys.

"This set of 14-ounce sparring gloves costs \$156 alone. This padded supporter-cup is \$47 and this headgear is \$45. And they are going up. It's rough!"

One channel for funds for the program could be some income from the club handling several professional boxers. Marson now has one in training and is negotiating for matches for him. He is a Teamster, Max Cervantes of Local 250, a hospital worker. Cervantes, 24, a junior welterweight at 139 pounds, has just turned professional. After compiling a 15-1 outstanding amateur record under the M & M colors. Marson believes the young Filipino boxer can carve out a successful career in the pro ranks.

"We'll make it somehow," the enthusiastic Marson says as he ties the gloves for one of his boys. "The program is too needed, to go under."

The M & M Club address is 125 Ellington Avenue, San Francisco, CA 94112. The telephone number is 584-9443.

Fitzsimmons

(From Page 1)

upon an extensive membership survey in which those affected expressed their priorities, upon an assessment of economic conditions existing at the time of negotiations, and upon an assessment of the progress of Carter's anti-inflation program, especially on the price side."

Fitzsimmons also came down hard on efforts of the Carter Administration and the Interstate Commerce Commission to deregulate the nation's trucking industry. He noted that trucking was regulated in 1935 because it was in chaos, shippers and small communities had no dependable service, and the nation's distribution system was in disarray.

He predicted that if current deregulation attempts are successful, the disastrous experience of the early 1930's will repeat itself, leaving small shippers and small communities at the mercy of unregulated carriers. He added that under such a system of cutthroat competition, the wages and benefits of Teamster members will be the first target of truckers as they seek to cut costs and compete in an unregulated industry.

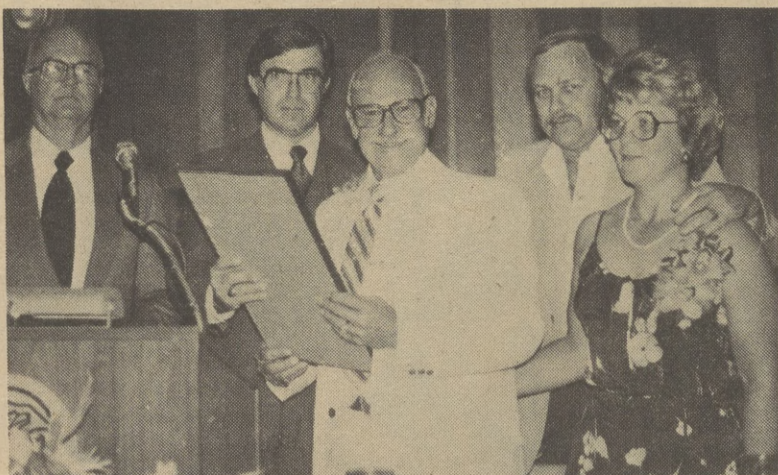


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Teamsters on the Move

Compiled by Dorothy Keane



WELL DONE, FRANK — Ending up 42 years as a Teamster, retiring Secretary-Treasurer Frank M. Woods, Sr. of General Local 137, Redding, receives a California State Assembly Certificate of Commendation from Teamster Legislative Representative Gerald O'Hara at a recent dinner. At far left is Norbert "Nobby" Miller, President of Joint Council 38. At the right are Mrs. Frank M. Woods, Sr., and Frank M. Woods, Jr., who is the Local's new Secretary-Treasurer.

Elections

William F. (Bill) York was re-elected Secretary-Treasurer of Local 78, Oakland, without opposition on a white ballot. Also re-elected without opposition at the November 27 meeting of the local were: President G. V. (Red) Wallace, Jr.; Vice President Michael (Jerry) Corniola; Recording Secretary Dennis V. Thomas; and Trustees Erik Martin, Larry J. Felder, and Alfred Ignacio.

At the specially called Nomination meeting November 15 of Local 655, Redwood City, the following officers were re-elected without opposition: Vice President Al Rose, Recording Secretary Sandra Del Secco, and Trustees Hank Dotoli and Dore Purdy. Freddy Sanchez, Jr. was elected as the third Trustee without opposition.

Nomination of officers of General Teamsters Local 439, Stockton, was held and incumbents President Ace C. Hatten, Secretary-Treasurer Bob Plummer, Vice President Chuck Elliott, and Recording Secretary Betty Tripp were elected by acclamation.

From 439

Local 439's President Hatten reports that he has been named to the Dave Beck Book Committee. He suggests that anyone interested in receiving an autographed copy of "Dave Beck," contact The Dave Beck Book Committee, P.O. Box 412,

Seattle, Washington 98111, mentioning that Brother Hatten referred him, or her, to the committee.

"You will find in the book that Dave Beck continues to expound the virtues and accomplishments of organized labor, regardless of attacks from any source," Hatten said. "Having heard him speak on several occasions, if his book reflects the manner in which he speaks, I'm sure it will be a great book. As he is a very dynamic speaker, some people even consider him as being just a little controversial. The book is now ready for delivery upon request." (Price of the book is \$10.70.)

Local 439 also recently held one of its semi-annual Stewards Seminar under the direction of Don Sanborn of the Western Conference of Teamsters. The theme was "The Steward's Role in Arbitration." The principal speaker was Magdalena Jacobsen of the Federal Mediation and Conciliation Service. She showed some films dealing with the importance of the stewards in the proper processing of grievances. Among those participating in the seminar were President Hatten; Paul Ciaramitaro, Pittsburgh-Des Moines Steel Company steward; Bill Choate, President of Teamster Local 386, Modesto, and Chuck Elliott, Local 439 Freight Division Business Representative.



Left to right: Sanborn, Ciaramitaro, Hatten, and Jacobsen.

Strike

(From Page 1)

Thompson of Local 315. They met with IBT General Secretary Ray Schoessling and International Vice Presidents Harold J. Gibbons, Robert Holmes, and John E. Cleveland. The International officers also met separately with management representatives.

Issues

The eight issues to be arbitrated are:

1. The cases of the 63 strikers identified by the chains for dismissals.
2. The MTM program.
3. Cost-of-living allowance. The Union wants a one-cent increase for each .4 of the index used. Management has offered the increase for each .5 or .6.
4. Night differential. The Union wants a 10 per cent provision. Management wants this to have a \$1.25 per hour cap.
5. Grievance procedure.
6. Job transfer rights in the Lucky agreement with Local 490.
7. Management proposal to replace two current half-holidays with one floating holiday.
8. Starting date of wage increases. Wage increases were not at issue. The settlement will give Teamsters a minimum \$2.55 hourly increase over the next three years.

Labor support

Just prior to the agreement reached between the eight striking Northern California Teamster locals and the Food Employers Council representing Safeway, Lucky's, Ralph's and Alpha Beta food market chains, the principal Bay Area labor unions and councils passed formal resolutions supporting the strike and asking for a joint meeting to make plans to bring the strike to a successful conclusion.

The resolution was initially approved by the San Francisco Building and Construction Trades Council (AFL-CIO) and was written by Council Secretary-Treasurer Stanley M. Smith. It was subsequently adopted by the San Francisco Labor Council, the Building and Construction Trades Council of Alameda County, and Plumbers Union Local 38.

The resolution read:

WHEREAS: The Teamsters strike against the Food Employers Council representing Safeway, Alpha Beta, Ralph's and Lucky Stores is into its fourth month, with no end in sight, and

WHEREAS: The Employers have used every method to break the Unions, including violence against union pickets, with one dead and one seriously injured in a hit and run, and

After 30 years

Less retiring

On New Year's Eve this month, Secretary-Treasurer Morris Less of Building Material and Construction Local 216 will retire after 30 years in the Teamster local.

The white-thatched Less, whose father, Isadore, was one of the founders in 1892 of San Francisco's once-powerful Union Labor Party, has been a member of the South San Francisco local since 1949 and an officer since 1956. He first served as Recording Secretary and subsequently as President. He has been Secretary-Treasurer since 1968.

He was San Mateo County Blood Bank Chairman and a member of the Teamster International Pipe Line, National Construction, and Teamster-Operating Engineers Jurisdiction Agreement committees. He was also chairman of the Construction Teamsters Health & Welfare Plan for Northern California for ten years. He has been a delegate to Joint Council 7 for 22 years.

For more than 15 years, Less wrote the popular "Morr or Less" column in this newspaper.

Asked if he was happy about



FRIENDS — Retiring Local 216 Secretary-Treasurer Morris Less (right) reviewed some specifications for a San Francisco construction project with Governor Jerry Brown and the late San Francisco Mayor George Moscone.

A familiar figure at San Francisco's City Hall throughout the years, as well as at Teamster and labor meetings and conferences, Less has been a confidante for many political figures who were friendly to labor causes.

Positions

During his 22 years as an officer of his union local, Less has filled a wide range of key positions in Teamster and Labor affairs. They include Chief Negotiator on contracts with the Associated General Contractors and the Tri-Local Asphalt Concrete Association, California State Building Trades Council director, vice president of the San Francisco Building Trades Council, and president of the Building Trades Temple Associ-

retiring, Less said, "I can't say I am overjoyed because I really enjoyed being a Teamsters official and a member of the most active and greatest union of them all."

Less, who plans to be active in Teamster retiree affairs, lives with his wife, Muriel, in a Richmond district home in San Francisco. They have two sons, Larry, 28, an attorney with the Marvin L. Lewis office in San Francisco, and Raymond, 24, a member of Carpenters Local 22. Both sons are former members of Laborers Local 261. A brother of Less, Frederick, who died last January, was a former Secretary-Treasurer of Teamsters Local 655 in Redwood City.

WHEREAS: The true story of the strike will never be told to the public by the news media, and

WHEREAS: An injury to one worker is an injury to all, therefore be it

RESOLVED: All of Labor go on record of offering full support to the striking Teamsters in boycotting the struck stores, and be it further

RESOLVED: A meeting of

representatives of every local union in San Francisco, at a time and place agreed to by the heads of the Joint Council of Teamsters, San Francisco Central Labor Council, International Longshoremen and Warehousemen Union, and the San Francisco Building & Construction Trades Council, to formulate plans to bring the strike to a successful conclusion.

Editorial

Low key Xmas

The Christmas and holiday season this month hopefully will be traditionally "jolly" for Northern California Teamsters and their families, but there are a few sober realities that will probably temper the enjoyment of the period of good will and happiness to all.

The long and bitter strike against four supermarket chains by warehousemen and drivers of eight locals finally has come to an end. This means that thousands of Teamster families will not have the depressing shadow hanging over them during the holidays and going into 1979 of no job and guarding pennies for the simple necessities of life.

However, the strike settlement can not be considered an overwhelming victory to be celebrated with raucous horn toots and unrestrained pleasure. It fell short of what were just and merited demands by Teamster negotiators. It did not add to the strength of Organized Labor in the Bay Area.

Not too many years ago the San Francisco Bay Area was considered the Number One example in the country of union strength. The surrounding counties came to share in that reputation. In San Francisco itself, the endorsement of the Union Labor Party, founded by Teamsters as a political action arm of Organized Labor, was eagerly sought by candidates and backers of propositions on the

ballot. At least one of the eleven seats on the San Francisco Board of Supervisors was often filled by the voters with a representative from the ranks of Labor. Teamster leader Joe Casey, as well as labor union officials Dewey Meade and Andy Gallagher, served on the Board with distinction.

Today, Organized Labor has no representative on the Board. Today, unions are too often portrayed as villains, voraciously demanding excess wages and benefits to the detriment of the general public (of which they are a part). The just and stubborn determination of the average working man at least to keep up even with the skyrocketing prices and costs of runaway inflation, let alone share in at least a portion of the increased profits reported regularly by the large corporations of the country, is buried in the avalanche of funds and propaganda churned out from fat corporation treasuries. The overwhelming gusher of private business funds now going into Political Action Committees which make contributions to political campaigns of candidates and anti-labor legislation is an example. The recent shelving in Congress of the key Labor Reform Bill is another warning signal.

1979 is a new year. Your list of New Year resolutions for this coming January 1 should have at the top a vow to plunge into the activities and the campaigns of your local and the national Teamster organization. It should include a dedicated spirit of reviving Organized Labor strength so that it is again a powerful bastion of justice for the ordinary working "Joe."

The alternative is a further weakening of unions in this country and more erosion of the "clout" of Organized Labor in the legislative chambers and in the executive offices in the state capitols and in Washington, D.C. This will adversely affect *your* pay check, *your* working conditions, *your* family's very existence — let alone its life style.

So we urge you to read carefully your notices and advisories from your local, attend the meetings, and answer the calls of your officers for action and support.

Get involved.

The time is NOW!

Later may be too late.



General Organizer's Comment

by Rudy Tham

Of all the seasons of the year, of all the holidays of the year, and of simply all of those special times of the year so dear to us, I believe that Christmas is without a doubt, the most joyous and warmest of all occasions.

Each year our lives are filled with trials and tribulations, with work and struggles, as we strive to achieve our goals in life for ourselves and families. What better way is there to culminate such a year than to end it with sharing love and happiness with all who touch our lives? All of our worries and all of our troubles seem to disappear, if even momentarily, as we join in all the festivities that make up Christmas time.

Yes, there is no better time of the year for all of us than Christmas time. For besides filling each of us with fellowship and good will for others, Christmas affords us the unique opportunity to reflect on the expiring year and what it meant to us. Hopefully, the good of 1978 has outweighed the bad, and that 1979 truly finds us better off than the preceding year.

Unfortunately, there is a segment of Americans who will have difficulty assimilating with the spirit of Christmas. The spirit of Christmas will surely be dampened by the fact that there are so many Americans who are unemployed, discrimi-

nated against, or who work for below-standard wages and benefits. So let us not forget in our joy of the Season, those fellow Americans less fortunate than the majority, but rather let us resolve that with the New Year of 1979, we will all renew our faith and support in our Union to help those fellow Americans who need representation.

And, in the larger sense, as the year of 1978 is about to pass into history, and as we all join together with family and friends to enjoy the Holiday Season, let us even resolve to make our country a better place to live in for all our citizens. Your Union promises to do its part by continuing its never-ending war on poverty, unemployment and social injustice. Rest assured, the Teamsters Union will continue in its role as a leader of organizing the non-union segment of American workers to upgrade their living standards and in so doing, protect the high standards we maintain for all Teamster members.

My personal wish for all Teamsters and their families is that this Christmas brings all of you much happiness, love and friendship; and that the spirit of Christmas time that engulfs you, lasts throughout the ensuing year; for if it does, you will be a better person for it and so will those who know you.

Fitz is Palsy chairman

Teamster General President Frank E. Fitzsimmons will serve as honorary chairman of the labor committee for the United Cerebral Palsy campaign this year.

United Cerebral Palsy's forthcoming telethon from New York City, December 30-31,

will be televised nationally for the first time on 80 stations around the nation.

Labor committees in past years have raised more than \$1.8 million in pledges for the UCP fight against the dreaded disease.

ICC Commissioners wary of changes

A plan to deregulate the motor carrier industry is getting a cautious reception among commissioners of the Interstate Commerce Commission.

The plan to roll back ICC control of truck service and rates was presented by Daniel O'Neal, ICC chairman, on be-

half of the Carter Administration which is pushing the deregulation idea.

The response of the other five commissioners to O'Neal's working draft reportedly was to call for more study and information. The commissioners also expressed the view that perhaps

legislation was needed to carry out any of the proposed changes.

Both the International Brotherhood of Teamsters and the American Trucking Assns., (ATA) are in opposition to deregulation of trucking.

Holiday Greetings

The officers, officials and staff of Local 70 want to wish all of our members and their families a Merry Christmas and a Happy and Prosperous New Year.

Local 70 News

70 Hegenberger Road, Oakland, Calif. 94621

December, 1978

Phone 569-9317

A Section of The Northern California Teamster

It's over

Chain strike ends

On November 20, in secret balloting, Local 70 members employed at Lucky Stores ratified a new agreement by a 117 to 16 vote, and at Safeway Stores by a 26 to 7 margin.

In simultaneous balloting conducted throughout Northern California, members of the various Local Unions ratified their agreements for a cumulative total of 1,382 "Yes" votes against 342 "No" votes . . . marking the end to one of the most bitter and lengthy strikes ever faced by our Local Union or any Teamster Union in Northern California, nineteen weeks after it first started.

Respectable economic contract gains were made providing for across-the-board wage increases of 75¢ per hour the first year of the Agreement, and an additional 60¢ and 55¢ per hour the second and third years respectively, plus five cost-of-living adjustments providing for a guaranteed increase of an additional 65¢ per hour.

Pensions Increase

Pension contributions will likewise be increased an additional 53¢ per hour, 34¢ of which is to provide for maintenance of existing benefits and changes mandated by E.R.I.S.A., and the remaining 21¢ to be used to increase the level of benefits. By the expiration of the contract the contribution rate will be \$1.33 per hour.

Other significant increases

were realized in the working foreman and layover provisions.

The Lucky Stores agreement provides for over thirty language revisions, with several sections and articles being completely rewritten. The Employer proposals dealing with such drastic revisions as the abolishment of having to hire through the Hiring Hall, the right to pay new employees only 70 or 80 per cent of the contract rate, a noon starting time and the unrestrained right to bring in outside drivers to do our work were all deleted prior to the contract ratification.

All remaining disputed issues, including the strike settlement agreement and amnesty, were referred to Arbitrator Sam Kagel. Those items are the cost-of-living index, the \$1.25 cap on the night shift differential, the right of Lucky Stores' Vacaville employees to the "expanded and new locations" language that provides for their future relocation rights, the Union's right to a uniform and expedited grievance procedure, the Union's refusal to exchange the two half-holidays on the work days preceding Christmas and New Year's for a floating holiday, the effective dates of the agreement and Safeway's production program.

Discipline Cases

While there were no Local 70 Safeway employees up for discipline, Lucky Stores is attempting to discharge four Local 70 employees, suspend two for thirty days, and terminate the leave of absence of another . . . all for alleged strike-related "gross misconduct." These cases are all proceeding to arbitration as provided for in the strike settlement agreement. Our rank-and-file leaders at Lucky Stores showed their courage and a lot of class by concurring with our officials' recommendation for ratification of the agreement despite having been

Prepare freight proposal

Local 70 hosted a meeting of all Locals working under the Joint Council 7 Local Pickup & Delivery Agreement this past month.

The purpose of this meeting was to fashion a common proposal by all Locals for National Freight meetings to be held in Washington the last week of November. Formal exchange of proposals will take place with employers the week of December 14th.

Local 70's bargaining team will be Secretary Chuck Mack, President Jim Muniz and Business Agent Bob Freitas. It is quite possible the meetings will be divided between the West Coast and East.

Some California carriers still indicate that they will negotiate separately and apart from the National contract negotiations.

Joint Western Area Committee meeting

The Joint Western Area Committee held its regular meeting in San Diego the week

U.S. Cold Storage vote

Business Agent Dick Durossette advises that he has petitioned the National Labor Relations Board for a representation election at U.S. Cold Storage in Oakland.

This firm loads and unloads containers handling perishable commodities. Local 70 is asking to represent all permanent container loaders at the company's East Oakland location. The number of employees involved is 5, with a potential of 10.

This is the sixth N.L.R.B. election Local 70 has had in the past several months. Other wins include Bronco Wine, Mammoth Trucking, P.I.E. Sales Personnel and Wilshire Bedding.

Voting

Labor election wins

Besides the largely successful Teamster endorsements in the recent California political campaign, several significant Labor battles were also fought in other states. Missouri successfully turned back a right-to-work effort. This battle was extremely hard-fought. Teamsters, AFL-CIO, Auto Workers and other Labor organizations formed a collective committee to defeat this anti-union proposal. As might be expected, "Big Business" overwhelmingly supported it; and right-to-work advocates were hoping for a victory so that they could move into other states with the same proposal.

Another anti-Labor proposal came out of Los Angeles. The electorate there rejected the efforts of some regressive organizations to strip away prevailing

wage protection for public employees.

In the next several months it is going to be important to follow up on these victories and hold representatives that we supported accountable by getting them to support legislation that will benefit our membership. The gains that we make in collective bargaining can be completely taken away by one vote of the Legislature.

Bekins case

Up benefit due to delay

Local 70 member Glen Garner won a significant victory at the Workmans Compensation Appeal Board in a case he filed against Bekins Moving & Storage.

In October, 1976, he injured his back and right leg while working at Bekins' warehouse in Oakland. The company contested his filed claim, arguing that his injury was not really work-incurred, and implied that he was "faking" the injury. The Board not only upheld his claim, but ruled that the employer unreasonably delayed the payment of medical benefits. It increased the benefit amount by 10 percent and Garner's award 50 percent above what has been and will be paid in weekly benefits — not to exceed \$10,000 however.

The decision is obviously an effort by the Board to "put some teeth" in the law by penalizing companies that delay claim payments.

RE M I N D E R LEGAL ADVICE AVAILABLE TO LOCAL 70 MEMBERS

This is a reminder to our members that the law firm of Boxer & Elkind is available for consultation at no charge to them.

An attorney from that firm is at Local 70's office on the second and fourth Tuesday of each month — from 9:00 A.M. until 12:00 noon — for members wishing to consult with him.

The United Way is us.
All of us.



United
Way
of the Bay Area

Executive Board

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Chuck Mack
Recording Secretary
Joe Silva, Jr.

President
James (Jimmy) Muniz
Vice President
Stan Botelho

TRUSTEES
Art Soto Jack Spratt Ron Rocha
Conductor, Mel Baptiste Warden, Harold Marks

LOCAL UNION 70, CITY OF OAKLAND, CA

Affiliated with
International Brotherhood of Teamsters, Chauffeurs,
Warehousemen and Helpers of America

Trustees Report

Period Covered: From Oct. 1, 1978 to Oct. 31, 1978

CASH RECEIVED

Dues	\$147,953.30
Initiation and Reinitiation Fees	21,770.00
Withdrawal and Transfer Cards	30.00
Assessments and Fines	3,843.03
Other:	
Funds for Transmittal for Members	747.50
Transfers of Funds	
Receipts from Affiliates	64,235.74
Other Receipts	3,811.79
Total Cash Received	\$242,391.36

CASH PAID OUT

Salaries	58,003.48
Expense Allowances	5,965.00
Per Capita Taxes	31,862.43
Contributions	1,732.50
Benefits Paid	103,812.01
Funds for Transmittal for Members	633.00
Refunds—Dues	61.35
Refunds—Initiation and Reinitiation Fees	2,200.00
Office and Administrative	12,525.62
Legal Fees	1,133.00
Arbitrator Fees	666.87
Other Professional Fees	1,620.00
Taxes	2,711.61
Organizing Expenses	52.81
Meeting and Committee Expenses	4,225.86
Strike Expenses	3,762.11
Auto Expenses	3,095.79
Out-of-Town Travel Expenses	1,040.81
Other Activities	6,463.68
Total Paid Out	241,567.93

Net Increase (or Decrease) in Cash (823.43)

Cash Balance Beginning of Period—General Fund—
Checking Acc't. 137,600.60

CASH BALANCE END OF PERIOD—GENERAL FUND—
CHECKING ACC'T. \$138,424.03

STATEMENT OF ASSETS—PERIOD ENDING OCTOBER 31, 1978

	BEGINNING OF PERIOD	CHANGE	END OF PERIOD
General Fund—			
Checking Account	\$ 137,600.60	\$ 823.43	\$ 138,424.03
Petty Cash	550.00		550.00
General Fund—			
savings Accounts	24,177.76		24,177.76
General Fund—Certi-			
ficates of Deposit	200,000.00		200,000.00
Cash in Special Funds			
Loans and Notes			
Receivable			
Investments US			
savings Bond	5,000.00		5,000.00
Land	173,642.79		173,642.79
Buildings	481,525.00		481,525.00
Office Furniture and			
Equipment	10,702.20		10,702.20
Automobiles			
Other Assets			
Total Assets	1,033,198.35	823.43	1,034,021.78
Deduct: Obligations			
(Per List Below)	119,960.24	(3,270.22)	116,690.02
Net Assets	\$ 913,238.11	\$ 4,093.65	\$ 917,331.76

LIST OF OBLIGATIONS

DATE OF OBLIGATION	DESCRIPTION	DATE DUE	AMOUNT
September 66	Building Mortgage	Monthly	\$ 119,960.24
Total			\$ 119,960.24

SCHEDULES

Item 9—Other Receipts	Amount
Sale of Supplies	\$ 262.50
Rent	1,000.00
Expense Refunds	2,549.29
Total	\$ 3,811.79

Item 20—Benefits Paid	Amount
Out-of-Work Benefits Paid	\$ 76,440.00
Pension	7,356.15
Insurance—Group Life	8,453.75
Insurance—Health and Welfare	4,461.21
Sick Benefits	7,060.00
Retiree Dues	40.90
Total	\$ 103,812.01

Item 39—Other Activities	Amount
Education and Publicity	\$ 676.15
Stewards Expenses (other than dues)	120.50
Building Maintenance	1,363.66
Mortgage and Loan Payments (Principal Only)	3,270.22
Interest	649.78
Picnic	383.37
Total	\$ 6,463.68

Item 8—Receipts from Affiliates	Amount
International Out-of-Work Benefits	\$ 58,405.00
Conference	5,830.74
Total	\$ 64,235.74



Truck driver survey

Deregulation dangers

Reprinted from *Harvard Business School Bulletin* September/October, 1978 issue—(Page 12)

A nationwide survey of 12,000 intercity truck drivers conducted by Professor Daryl Wyckoff of the Harvard Business School Faculty has revealed that truck drivers whose companies are not subject to economic regulation consistently flout safety rules. They drive too fast, rest too little, acquire moving violation citations, and in almost 5% of the cases even fall asleep at the wheel.

"For years, academics, advisors, and government officials have called for an end to the economic regulation of truckers. But this study shows that continued regulation is a key factor in maintaining safe operations on the highway," Professor Wyckoff said.

"Regulated companies have to be watchful of safety. If they aren't, they stand to lose their Interstate Commerce Commission (ICC) franchise, a license to operate in a given area. Exempt drivers — i.e., those outside ICC regulation — don't have this threat over their heads," he explained.

The survey, which ran to four pages and included 150 questions, was sponsored by six important organizations: the

American Trucking Association; Regular Common Carrier Conference; Trucking Activities, Inc.; Union 76 Truck Stops; The Association of American Railroads; and The International Brotherhood of Teamsters. Responses have been pouring in since last January. Many respondents signed themselves "Big 10-4," and cast their replies in citizens' band radio jargon.

When drivers were asked, "What speed do you normally cruise at?" those in the most closely regulated companies, the common carriers, said 58.9 miles per hour. Drivers from exempt companies (usually owner-operated) said 63 miles per hour.

The pattern repeats itself in all the safety-related questions. Drivers for exempt companies reported three times as many tickets for moving violations, and four times as many accidents.

The federal rules that require truck drivers to work only ten continuous hours and then rest for eight uninterrupted hours — regulations supposedly enforced by drivers' log books — are routinely circumvented by the exempt trucking company drivers. Almost half of them admit to either keeping multiple logs or regularly misrepresenting their log entries.

Among the exempt drivers who exceed the 10-hour limitation on continuous driving, 4.6% admitted regularly falling asleep while at the wheel. More than 20% consistently use stimulants referred to as "pep pills," "bennies," "goof balls," or "co-pilots." Their motivation is not a death wish, but a need for money. "A quarter of the exempt drivers who operate their own trucks (owner-operators) are behind on their equipment payments," Professor Wyckoff pointed out. "They are pushed into illegal operations by fear that they will lose their investment."

These findings come at a time when the U.S. Bureau of Motor Carrier Safety (BMCS) has proposed reducing authorized driv-

ing hours from ten to eight. Mr. Wyckoff points out that such a law would only reduce the productivity of the companies which comply with safety rules, and spur the lawbreakers on to gain a greater competitive advantage.

* * *

Professor Wyckoff's interest in the trucking industry is more than academic; he was once manager of a trucking company in California. Among his seven books is *The Owner Operator: Independent Trucker*, written with D. H. Maister and published in 1975.

REMINDER TO MEMBERS PAYING LATE DUES

October dues must be received in Local 70's office on or before the last business day of the month — Friday, December 29, 1978 — in order to avoid suspension.

* * *

Article X, Section 5 (c) of the International Constitution provides that any member who shall be three months in arrears in the payment of dues, fines, assessments or other charges shall automatically stand suspended at the end of the third month, and shall not be entitled to any rights or privileges of membership.

All collective bargaining agreements in Teamsters Local 70 provide for termination of employees who fail to maintain their membership in our Local Union.

Failure to pay dues leads to suspension. Suspension leads to termination of employment. Please pay your dues promptly so that it will not be necessary to suspend and/or terminate you.

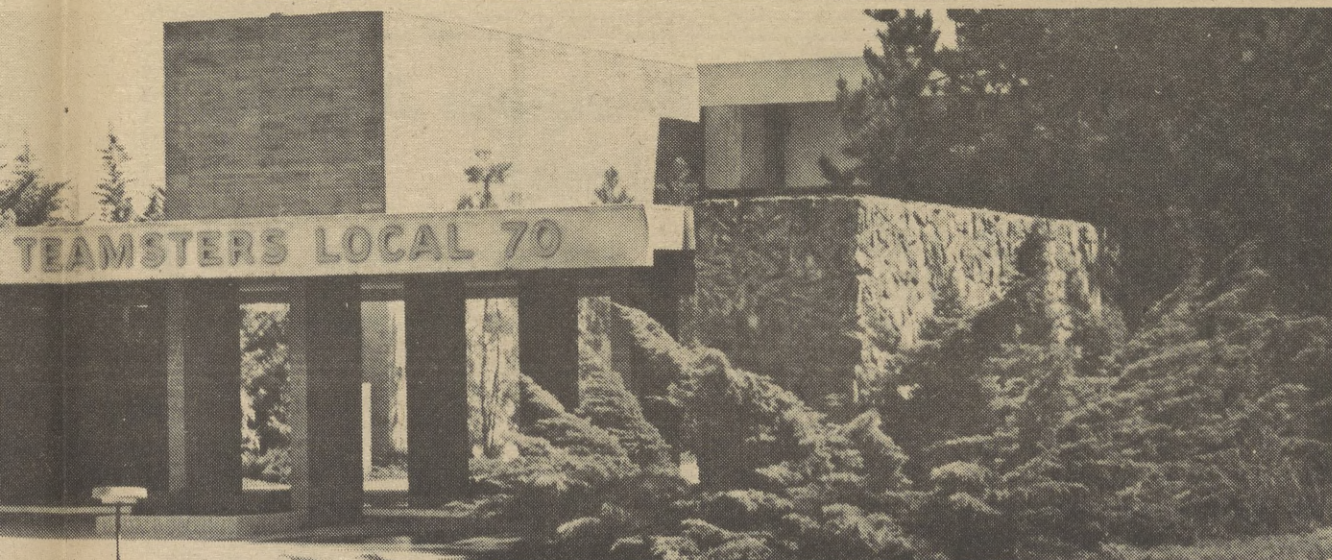
No other notice on dues delinquencies is sent to members prior to their suspension.

Blood Bank

One of the benefits members enjoy through dues payment to Teamsters Local 70 is Blood Bank privileges at the Contra Costa Labor Blood Bank.

Members are entitled to as much blood as they or their dependents need in a case of illness or injury. There are some exclusions in this program, but straight blood transfusions are covered.

Local 70's office has Contra Costa Labor Blood Bank identification cards available upon request by members.



The real inside—Part 2

Working at Coors

This is the second of a series of four articles describing vividly the experiences of a former worker at Coors Brewery. Following installments will appear monthly in Local 70 News.

By A. David Sickler

I was beginning to feel resentment towards Coors because of its attitude towards people and its blackmail towards workers, always mentioning unemployment and low wages in the Denver area.

Approximately two months after I was hired, I was working with a man that had been at Coors for about a year. An incident occurred that clearly showed me what Coors management was all about. This man and I were working side by side when the manager of the department approached us and began yelling at and cursing my co-worker, threatening to fire him and accusing him of something of which I knew him to be innocent.

"Stay Out"

I was outraged by this unfair assault on an innocent man. I went to my supervisor and explained the unfair treatment that had been given my co-worker. I was promptly told by the supervisor to "keep my mouth shut" and "stay out of it" or I would end up being "sorry."

At this period of time I just kept my mouth shut, as did the rest of my co-workers. After six months had passed I became a "permanent employee" and a member of Brewery Workers Local No. 366.

First meeting

About this time I attended my first union meeting. I remember being surprised at the number of men I worked with who were at the meeting. It turned out that many of the members felt the same hostility towards management that I did. Although it wasn't said, it was obvious that the membership at the union meetings felt helpless about ever being able to act on those feelings.

Young Coors

I began to learn more about the 1957 strike and its effect on

the workers. An oldtimer explained to me that Bill Coors (son of founder Adolph) made many of the strikers apologize for going out on strike. He said that Bill Coors told them, "I have the club now and intend to use it." While on the job no one discussed the union much. It was as though it was an embarrassing and dangerous subject.



I remember an incident where one worker was working on "the old labelers." He was a nervous, quiet and conscientious man. One night a supervisor stood over him and glared at him with hands on hips. The longer the supervisor stood there glaring, the more nervous this poor guy got. Finally this worker made a mistake and had to shut off one of the machines. The supervisor was in seventh heaven... he now had someone to rip into. He called the worker into the office and berated him for over 45 minutes. This supervisor threatened his job and made the worker feel terrible.

Management had a total lack of regard for workers' time away from the brewery. Most of us worked six to seven days a week, 10 to 13 hours a day. A day off or reduction in hours was important to us. We would make plans to be with our families, but management would think nothing of making last-minute changes that canceled our plans.

Unions busted

It was a well-known fact that Coors busted every union that dared strike them. The Brewery

Workers were throttled after a long strike in 1957, then in 1962 the Electrical Workers struck and never obtained a contract. In 1968 and 1969 the building trades struck Coors, but the 14 craft unions never obtained a contract. In every case Coors hired and utilized scabs to break the union. Coors later went on to bust the Teamster locals that had contracts with their distributors in California.

Four years after I was hired, many more young men were brought on and they wanted the right to wear their hair long, as was then the style. Coors management refused to relax their "military code" for hair and the fight was on. Many employees were disciplined, suspended and fired for refusal to get haircuts.

To be continued

COORS GO AWAY!

by Bob Windsor

United States Brewers Association Statistical Report

SEPTEMBER, 1978:

Anheuser Busch	44%
Coors	22.3%
Coors—Down 11.8% compared to September, 1977.	

Despite heavy advertisement on T.V., Radio and newspapers, the results of Coors' losses in California are obvious... thanks to you and your families.

I wish you a Merry Christmas... and Santa Claus says "DON'T BUY COORS!"

DRIVE

DRIVE is the Teamsters' 20-year-old political action committee. The acronym stands for Democrat, Republican, Independent Voter Education.

It is the Teamsters' answer to the political power machines that can buy votes with big bucks, in the process swinging key legislation their way.

DRIVE is funded through voluntary contributions from individual Teamster members... because that is the way election law says it has to be.

So inquire about DRIVE today; then get active in election year politics.

Business Agents

Dick Sarmento	Ed Painter	Bob Windsor
Bobby Freitas	Dick Durossette	Alex Y. Ybarrolaza
Darold Wright	Marty Frates	Steve Marinkovich
Steve Mack	Jack Sweeney, Jr.	

Dispatchers

Noel Eben	Jim Manning
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Secretary Treasurer's Report

Chain Store Settlement

Local 70's members working for Safeway and Lucky's finally went back to work this month after voting to accept the compromise strike settlement offer.

This strike will leave its mark on our members and Local 70 for many years to come for several reasons. First, its length. Safeway workers were out nineteen weeks, and Lucky's were out fifteen. The economic, and even psychological, sacrifices were tremendous.

Another effect will be the fact that the Food Employers Council was successful in dividing organized labor. The Retail Clerks, the Butchers, and Bakers all finally caved in to the economic pressures and returned to work across Teamster picket lines.

The strike also made it obvious that the respective Unions that were involved have a long way to go before they are successful in consumer picketing. Quite frankly, our appeal to the consumer was not successful; and as a result many crossed our picket lines and shopped at stores on strike.

While these were some of the more negative results of the dispute, there were also some positive results. The employers found that they could not—even with a lengthy strike where they spent millions of dollars—defeat us. They "took their best

shot" and were not successful in imposing an agreement. The "take-aways" they wished to saddle us with will be submitted to a third party (Sam Kagel) and he will make the decision.

The dispute has also brought the membership of Local 70 closer together. Freight drivers, Beverage, U.P.S. and others all pitched in during this dispute to assist those members in the Chain Stores. The solidarity developed will not soon be forgotten, and will surely be of help as we approach numerous negotiations in 1979.

I would like to express my appreciation to our members in the Chain industry for their sacrifice and commitment during this dispute. Their behaviour over-all was beyond reproach. As I told our members at the Membership Meeting, I have nothing but respect for the 99% who did their duty and nothing but contempt for those who did not. Those who failed to picket did not let the Local down, they did not let the officers down... they let down their fellow workers.

The courage and concern for fellow workers that our members displayed throughout this dispute was, in the end, best exemplified by the four members the employer (Lucky's) seeks to discharge. All indicated, either publicly or pri-

Page D

SICK BENEFIT FUND

SICK BENEFIT COMMITTEE

Chairman — Ray Arroyo	Co-Chairman — Lee C. Hafley
Recording Secretary — Eugene Derieg	
Auditor — George Wells	

Members: Frank Arroyo, E. L. "Al" Baratto, Jim Dodge and Honorary Member Jim Bramell

Monthly Meetings — 2nd Tuesday at 7:30 p.m.

Claims for Sick Benefits must be filed at Local 70's office within 30 days of disability.

The Sick Benefit Committee can be contacted by telephone during the day every Tuesday between the hours of 8:00 a.m. and 4:00 p.m. at 569-7171. Also during the evening of its meeting on the second Tuesday of each month, between the hours of 7:30 and 10:00 p.m.

Reminder.—Dues must be paid on a current basis in order to be eligible for Sick Benefits

Report

(From Page C)

vately, that the contract should be accepted by the members because the time was right for acceptance. No one should vote against it because they were up for termination.

This Local Union has learned from this dispute. We will now begin preparations to deal with strikes of this type in the future. Obviously, we want to avoid strikes and continue to work . . . but if we have to do battle again in this industry, we will make sure we are prepared.

Joint Council 7 Freight Proposal

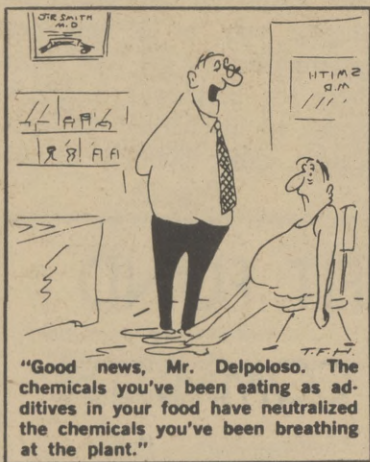
Joint Council 7 Freight Locals met at our building this past month and came up with a common proposal for our Joint Council members. This proposal was re-worked at a meeting in Washington in the latter part of November and was to be presented to employers at a meeting on December 14th.

Recent events in the area of truck regulation, inflation, and non-union competition continue to cloud the picture as to the form of negotiations. As of this writing, several carriers in California have indicated they will negotiate separately. If those who desire separate negotiations are seeking something lesser than the National package, April 1st could be a very difficult time. We will keep our members advised through both the paper and Membership Meetings as to the progress or lack of progress during negotiations.

* * *

As the year draws to a close, I would like to wish every member and his or her family a Merry Christmas and a Happy New Year.

Fraternalty yours,
Chuck Mack
Secretary-Treasurer



NOTICE TO RETIRING MEMBERS

So many of our members who retire are not aware that they can apply for Benevolent Membership upon retirement; or, if they are not eligible for this, that they should take an Honorable Withdrawal.

In order to be eligible for Benevolent Membership, which qualifies a member for reduced dues, the member must have had twenty years of unbroken membership in Local 70 exclusively. For members who retire because of total disability, this requirement is reduced to 15 years.

In any event, retiring members should avail themselves of either of the above alternatives rather than just cease paying dues, then finding themselves automatically suspended from the Local at the end of the third month for which dues have not been paid.

Job dangers

Now easier to find

The following article — written by Eula Bingham, Assistant Secretary of Labor for Occupational Safety and Health — is being reprinted inasmuch as we feel it will prove of interest to our members.

Workers' Right to Know About Job Hazards

Every worker has the right to know about conditions in the workplace which could threaten his or her health or safety.

In recent months, the Occupational Safety and Health Administration (OSHA) has taken a number of actions to make it easier for workers to use that right.

I have ordered the OSHA inspection staff to make every effort to include worker representatives in all discussions relating to inspections and citations for violations. This means including workers in opening and closing conferences with employers before and after inspections and in any other formal or informal meetings.

Sometimes it may not be practical to hold joint conferences with workers and employers. In those cases, separate conferences will be held, and written summaries of each conference will be available from OSHA upon request.

From now on, OSHA will provide worker representatives with the results of OSHA health hazard sampling tests, and copies of all citations.

Before changing citations or penalties, OSHA area directors may obtain views of worker rep-

Strike

(From Page A)

singled out for discipline by their employer.

As provided for in the strike settlement, all replacements ("scabs") were terminated by Lucky Stores by Sunday, November 26, 1978, and Union members re-employed immediately thereafter. At Safeway all replacements ("scabs") were to be terminated by Wednesday, November 29, 1978, and the Union employees returned to work on November 30th.

Business Agent Alex Ybarolaza reports that while the battle may be over at Lucky Stores, Safeway, Ralph's and Alpha

representatives, who may appeal the area director's decision to the OSHA regional administrator.

In another change, OSHA is requiring all employers who must maintain records of injuries and illness — all employers covered by OSHA's law who have more than 10 employees — to provide workers access to those records. These records, which were previously available only to state and federal officials, should help workers determine whether there are patterns of disease or injuries developing in their workplaces.

Our agency is now considering rules to require worker access to company medical records as well. In the meantime, we have ordered that all existing medical records or records relating to worker exposure to hazardous substances may not be destroyed or tampered with.

We are also considering rules that would provide for clear labeling of all dangerous substances so that workers will know what they are working with.

If you have any questions about OSHA regulations and procedures, you should obtain further information from your union or from the nearest OSHA area office.

To contact OSHA, look in your phone book under "United States Government, Department of Labor, Occupational Safety and Health Administration," or write to OSHA, 3rd and Constitution Avenue, N.W. Washington, D.C. 20210.

Beta, it continues at Fleming Foods. The warehouse employees there, who are members of Teamsters Local 655, had been on strike going on their twelfth week, with our members recognizing their picket lines and Local 70 attempting to negotiate a contract on their behalf. As in the negotiations with the retail chain stores, all employees have been replaced by "scabs" with the Employer trying to strip the working conditions out of our agreements and starve their employees into submission. Our brothers at Fleming will need the help and support of all our members to bring their struggle for a decent agreement to a just conclusion.

The thanks of all our members in the Chain Store industry goes out to the many terminals who have helped and supported their cause. Their names and those of many others have been omitted so as not to prejudice their position and pending litigation . . . but they represent the heart of Unionism in Local 70 and helped make it possible for those brothers who are returning to work to realize a happy holiday season.



Business Agents' Report

By Darold Wright

If you happened to see the financial section of the Tribune on Wednesday, November 15th, you know that Lucky Stores had a 12% increase in sales and a 10 to 15% increase in profits for the period just ended . . . this in spite of the fact that we have had them on strike going on four months!

* * *

A recent California Supreme Court decision has raised the validity of "secret Grand Jury" proceedings. The Court noted that a Grand Jury has power far in excess of any legal jurisdiction in the country. Prosecutors have used Grand Jury procedures, as opposed to primarily trials, to secure indictments where they (prosecutors) did not have sufficient evidence to get an indictment through a preliminary trial.

I thought this would be of

Meeting

(From Page A)

facility. The Joint Western Main Committee upheld the Local and awarded a money claim amounting to approximately \$10,000.00.

Secretary-Treasurer Chuck Mack reports a victory of sorts in a grievance filed against Garden City Transportation. Garden City has been working out of the General Motors plant in Fremont. They, in fact, have domiciled employees there. Local 70's grievance requested that work be performed at that facility by Local 70 members. That is the work of trailer loading and unloading by employees starting and finishing there. The Main Committee heard this case after the Local Pickup & Delivery Committee deadlocked it and sent the case to the Joint Council 7 Executive Board. In accordance with past practice, the work would now fall within 70's jurisdiction.

Pacific Motor

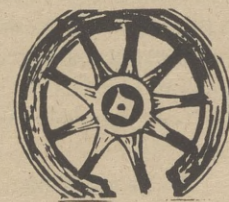
Mack also had a case with Pacific Motor Trucking. The company utilized a Trans-Bay driver to pick up a trailer in Richmond and deliver it to San Francisco. A claim was filed for time and one-half pay because this was outside the scope and authority of the driver. The Union's position was upheld in this case too.

A rather significant ruling was made against the Union's position in a case with Marathon Delivery Service. In this case a man who bid a 6:00 a.m. day starting time was refused the opportunity to work when he showed up at 6:20 a.m. The

interest in light of the publicity this Local has received in the press over the F.B.I. siege that recently took place at Local 70's offices. It is now known that, for political reasons, members of this Union "snitched" to the F.B.I. and the Grand Jury in the apparent hope that enough bad publicity could be generated so that in the next election they (the snitches) would get elected to office in place of the incumbent officers and officials.

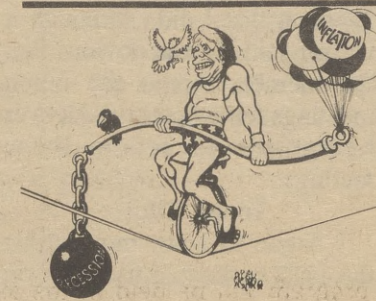
I do not write the above for the purpose of trying to convince anyone, including myself, of the guilt or innocence of the people involved. I write it only to point out the fact that there are people in this Local Union who would lower themselves to any level to accomplish their own personal and political goals . . . including destroying the credibility of this organization or the organization itself.

company allowed employees a 15-minute leeway. The employee was sent home because he exceeded this leeway by five minutes. Our Union argued that the regular contract starting time is 8:00 a.m., and that while the employee could be excluded by the company from the 6:00 a.m. start, they had a contractual obligation to work him at 8:00 a.m. The Committee ruled that an employee on a bid start can be denied work for the balance of the day if he is in fact late for his bid starting time. This rule is not applicable, however, in cases of rotated early starts. In the Marathon case the man had actually bid a 6:00 a.m. start and was guaranteed ten hours. He therefore had an obligation to start at 6:00 a.m. daily. Rotated early starts are different because they are infrequent and they are not bid.



In Memoriam

LOUIS C. PIVERS, October 18
CARL F. PHILLIPS (NEY),
November 2
HARRY L. SIKES, November 3
JIM R. RATTI, November 4
CLAUDE F. PRICE, November 6



Bulletin Board

Joint Council 7

The January meeting of Joint Council 7 delegates has been cancelled.

Jack Goldberger, President

Local 78, Oakland

The General Membership meeting for December will be held on Tuesday, December 26, at 8 p.m. at 8055 Collins Drive, Oakland.

William F. York, Secretary-Treasurer

Local 350, San Francisco

On Wednesday, December 27, from 7 a.m. to 8 p.m., an election will be held to elect three trustees. Secretary-Treasurer Robert Morales, President Manuel Losada, Vice President Michael Ratto, and Recording Secretary August Pignoni have been nominated for another term and without opposition. The locations for voting are: 185 Berry Street in San Francisco, and 1452 N. 4th Street in San Jose.

Robert Morales, Secretary-Treasurer

Local 468, Oakland

The January General Membership meeting will be held Monday, January 29, 1979, at 10 a.m. at Teamster Local 853's Hall, 8055 Collins Drive, Oakland.

M.H. Joseph, Secretary-Treasurer

Local 490, Vallejo

ATTENTION: The members will be asked to vote to increase Local 490's initiation fee to \$200 and to eliminate the current \$10 assessment at the regular Vallejo General Membership meeting to be held Tuesday, January 9, 1979 at the Teamsters Hall, 445 Nebraska Street, Vallejo. If approved, the increase will become effective February 1, 1979. All members are requested to attend this meeting.

Raymond L. Brown, Secretary-Treasurer

Local 576, San Jose

A third reading and vote on a By-Laws change in Article III will be taken at the General Membership meeting on December 20, 1978 at 8 p.m. at Teamsters Hall, 1452 N. 4th Street, San Jose. The change is:

Article III, PRINCIPAL OFFICE, shall be changed from: "The principal office of this organization shall be located in the city of San Jose, county of Santa Clara, state of California. . . ."

to: "The principal office of this organization shall be located in the county of Santa Clara, state of California. . . ."

ATTENTION: Due to the expiration of our lease at the Community Bank Building, our union offices are now relocated to the John Marchant Building, 1405 Civic Center Drive, Suite 4A, Santa Clara. The telephone numbers are: (408) 249-4250, 249-4251 and 249-4252.

Louis D. Riga, Secretary-Treasurer

Joint Council 38

Due to the Christmas holiday, the December General Membership meeting of Joint Council No. 38 has been cancelled. The January General Membership meeting will be held on Tuesday, January 23, 1979, at 2 p.m. at the office of Teamsters Local Union No. 386, 1225 13th Street, Modesto.

N.F. Miller, President

Local 439, Stockton

The next General Membership meeting will be held December 20, at which time the new officers will be installed.

Mail referendum ballots were to be counted December 18 for three trustee positions. Six candidates, including the present three incumbents, were nominated last month.

Ace C. Hatten, President

Bob Plummer, Secretary-Treasurer

J.P. Stevens Boycott

A mass Labor Action Program was being carried out in the San Francisco Bay Area by all unions this month to boycott the products of J.P. Stevens.

The Stevens company, the nation's second largest textile company with 85 plants, most of them in North Carolina or South Carolina, is the country's No. 1 labor law violator. It has been found guilty of more violations of the National Labor Relations Act than any other company in U.S. history. Notoriously non-union, it pays 31 percent less than the national manufacturing average wage.

A national Christmas Boycott Campaign against the scab company has been joined by all unions including the Teamsters. Preliminary strategy plans in San Francisco called for intensive consumer education, including picketing, at the six Liberty House stores in the Bay Area. A telephone campaign was also being planned.

Liberty House is considered the largest promoter for Stevens products in the Bay Area.

All unions and union members wishing to participate in the stores activity were asked to telephone the Boycott Committee at 863-7015. Groups of union members, including Teamsters, were being encouraged to form teams to leaflet at hours of their own choosing at the stores.

Are you listening, Santa?

Although, as of December 6, contributions to the Hill-Lovingier Fund amounted to \$15,432, the two Teamster families still faced a bleak Christmas season.

Randy Hill, 24-year-old member of Local 498, was killed outside the Vacaville food distribution center of Lucky Stores last August while he was on picketing

duty during the recent supermarket strike. He was run down by the hit-run automobile of a scab worker who was driving without lights. Hill's wife, Tina, 18, was with him at the time.

Robert Lovingier, 36, also on picketing duty from Local 498, was seriously injured when he was hit during the same incident by another au-

tomobile driven by a family member of a scab worker. Lovingier had been on the way to aid Hill.

Contributions to the fund from Teamster and other labor unions will hopefully increase with the arrival of the Christmas and holiday season.

Any Teamsters wishing to contribute should mail checks to:

Hill-Lovingier Family Fund

25 Taylor Street, Room 722

San Francisco, CA 94102

Local supports newspaper recycling

Members of Teamster Local 439 residing in Stockton were urged by the Local's officers to bundle up their old newspapers and put them out with their garbage so that they can be recycled.

Benefits cited by the union are:

Anti-lock brake not required yet

The National Highway Traffic Safety Administration has announced that antilock brakes are not required on trucks for the moment.

The announcement by NHTSA declared that the "no lockup" and certain stopping distance provisions of Motor Vehicle Safety Standard 121 were invalid as a result of the Supreme Court's refusal to review a lower court ruling holding that the so-called 121 brake standard should be suspended.

NHTSA had appealed to the high court after a federal appeals court ruled that several portions of the 121 brake standard were invalid.

The suit against the brake standard was brought by the

American Trucking Assns., the Truck Equipment and Body Distributors Assn., and a truck manufacturing company.

The Teamsters Union Safety and health department has supported the 121 brake system throughout the months in opposition to most motor carriers and manufacturers.

While the Supreme Court turn-down has the practical effect of dropping antilock requirements for tractors and trailers, the 121 brake standards will remain in effect for buses.

NHTSA plans to issue new or altered standards on the 121 brake system after a safety study is completed by the University of Michigan's Highway Safety Research Institute.

the union's 80 recently-organized Stockton Scavenger Association employees.

Endorsed

The program was endorsed by the union, adding to previous endorsements by the City Council and Board of Supervisors.

Members wanting additional information were asked to contact Susan Bostick at 948-3402.

T A R P

Teamsters Alcoholic Rehabilitation Program Art O'Flanagan

DIRECTOR

JOINT COUNCIL, No. 7 HAS IN OPERATION A PROGRAM TO COMBAT THE DISEASE OF ALCOHOLISM IN THE TEAMSTERS MOVEMENT

If your job, health, family situation or financial status is being affected by the disease of alcoholism and you desire help, we strongly urge you to take advantage of the assistance that is available to you.

The program is called Teamsters Alcoholic Rehabilitation Program (T.A.R.P.), and is located at 275 Valencia St., San Francisco, California 94103. The telephone number is (415) 621-2454, and is in operation twenty-four hours a day, seven days a week. All inquiries about the program will be held in the strictest confidence.



THEY SHOWED US WHAT LABOR UNITY CAN DO!

Missouri voters thumb down Right-to-work

JEFFERSON CITY, MO. — Teamsters and other unionists in Missouri were jubilant when that state's voters turned down a so-called right-to-work proposal in the general election.

The RTW forces lost on a 3-to-2 ratio in the balloting despite importation of hundreds of

specialists and the expenditure of millions of dollars.

Teamsters were prominent on the all-union committee formed of Missouri labor organizations to fight the RTW plan. Victory was considered crucial by both sides.

—Teamsters News Service

ICC bombshell

Door opened for private carriers; IBT may bring suit

The article below appeared in the San Francisco Chronicle and is indicative of the philosophical change that has been adopted by the Interstate Commerce Commission.

This decision is catastrophic for freight haulers as it allows private carriers to, in effect, go into business hauling freight on back hauls . . . and in essence compete with common carriers.

The implications for our members employed in the Freight industry are obvious. The International is also considering bringing a lawsuit to force the ICC to drop these plans.

Washington

The Interstate Commerce Commission abolished yesterday a 40-year-old rule that barred companies that haul their own goods by truck — supermarket chains, for instance — from transporting goods for other shippers.

By a 5-to-1 vote, the commission relaxed its regulatory grip on the trucking industry and potentially placed thousands of additional vehicles at the disposal of the nation's shippers. The increased competition in transporting cargo should reduce shipping costs and help in President Carter's fight against inflation, the ICC said.

The American Trucking Association, a foe of industry deregulation, immediately assailed the commission's action and threatened to seek a reversal of the decision in federal court.

In its ruling the commission said: "The new policy will provide for increased efficiency in the transportation system by filling up otherwise empty backhauls," or return trips made without cargo. The ruling continued, "We are convinced that the high cost of energy, now and into the foreseeable future, requires us to pay close attention to the need for greater operating efficiency."

New York Times

Letters

Tracy, Ca.

Northern California Teamster:

This letter is to give my utmost thanks to Mel Miller, our Business representative of General Teamsters Local No. 439, Stockton, California.

Mel Miller gives us truck drivers the right kind of help and advice we need when times get tough for us. Also when companies try to give us an unfair shake, he handles the situation in the most compassionate and

To combat sales dip

Coors "one-man road show"

The following article from the November 21, 1978 issue of the New York Times will be of interest. It indicates the need for efforts by all Teamsters and their families to increase the boycott effort against the notorious scab company and their product. **Don't drink Coors.**

"For years," said Bob Keyser, "Coors hired public relations men for one purpose — to say 'no comment.'"

Things obviously have changed. Robert L. Keyser 3d, the Denver brewer's new corporate communications supervisor, has constituted a one-man road show for several weeks now, spreading the story of a new Coors.

It was no secret that the company had a poor image in the press, partially because of its own corporate propensity for secrecy and partially because of Joe Coors's outspoken advocacy and support of conservative causes. The immediate cause of the new stance though, undoubtedly has been a steady decline in the company's sales and earnings over the past two years. Incidentally, that trend was reversed in the 1978 third quarter.

In May 1977, the company signed an agreement in Federal court not to discriminate in hiring practices. The Federal Equal Opportunity Commission had

charged that the Coors brewery in Golden, Colo., had intentionally engaged in unlawful employment practices since 1965.

Brewery Workers Local 366 has been on strike at the Golden plant since April 1977 but, the company says, 70 percent of the union members have since returned to work. At issue is a union shop versus an open shop as proposed by Coors.

"The company has always been an eminently fair employer, with a well-developed social conscience," Mr. Keyser said. "But for too long we had been self-defeatingly loath to talk about our corporate philosophies and practices."

"In opening up to the media and talking directly to the groups concerned, we've discovered over the past several months that because of a history of responding to allegations with 'no comment' we're now fighting ghosts — answering charges born less of substance than of our backfired naiveté in not explaining what we could have

been touting."

One of the stickiest issues is a company demand that all job applicants take a lie detector test. "Adolph Coors 3rd died at the hands of kidnappers," Mr. Keyser said, "and the family's conservative bent has put them on several terrorist groups' enemy lists. There have already been two bombing attempts at the plant. Besides, questions about sexual background and preferences are no longer asked."

Coors has even instituted a "hot line" for journalists. The 800 number can be called 24 hours a day. "We're ready to answer any questions about the company, at all," Mr. Keyser said.

With sales up 12.9 percent and earnings up 9.3 percent for the third quarter compared with same period in 1977, Mr. Keyser said: The new strategy is beginning to pay off.

Frank J. Priol

1978

Teamster gifts at \$500,000

A pamphlet has been prepared to relate the extent of Teamster charity toward the unfortunate in American communities.

Referring to a measurement of "heart," the pamphlet was produced by the International Union's communications department and briefly synthesizes the extent of individual and affiliate Teamster gifts to needy causes.

Already this year, the International Brotherhood of Teamsters has contributed nearly a half-million dollars to community and charitable causes.

Among the major recipients have been the Little City Foundation in Palatine, Ill., International Guiding Eyes, Inc., in Sylmar, Calif., the City of Hope in Duarte, Calif., the Frank E. Fitzsimmons House, Inc., in Las Vegas, Nev., the American Red Cross, American Cancer Society, and many others.



REUNION — Teamster Retail Delivery Drivers Local 278 played host to retired members at this year's annual luncheon at Caesar's Restaurant. Left to right are: (seated) Lee Sterling, Oreste Bartoli, Marion Freeman, Melvin Dieckman, John Liguori, Harold Laity, and Edward Barsi; (standing) 278 Secretary-Treasurer Jack Bookter, Ray Miller, Bill Sharp, Frank Olivetti, Robert Looper, Thomas Coyne, Joseph Caminita, George Chrisman, Bertram Exposto, Edwin Christensen, Louis Nold, Robert Roxberg, and 278 President Richard Wagner.

humane manner possible. He gets us jobs and he sincerely cares about our families and our welfare.

If we had more Business Representatives like Mel Miller, then everyone, everywhere, would have a happy medium at all of our union work shops.

Sincerely,
Steve E. Randall

San Francisco, Ca.
Northern California Teamster:

Local 226's Thanksgiving dinner gift certificates for striking members of Local 315 was successful.

The committee reports they were able to provide more than seventy \$25 gift certificates.

They wish to thank their many supporters who unstintingly donated. Teamster Locals 109, 216, 241, 256, 265, 278,

296, 350, 624, 665, 856, 860, 921, and 980, along with the Butchers Local 115, Retail Clerks 648 and Dry Cleaners Local 3, deserve the committee's grateful thanks.

We wish to extend our special thanks to all active and retired members of Local 226 who contributed so generously.

Gus Duesdieker, Chairman
Lou Phillips, Co-chairman

Bug threatens Teamster jobs

Special to Northern
California Teamster

by George J. Farnham
State Department of Food
and Agriculture

Sacramento — An inexpensive state program, manned by a handful of state employees, is providing job security for many workers, including Teamsters, by keeping a tiny, virus-carrying bug at bay.

The bug is the only known carrier of curly top virus, which

Charles Ciolino

By Ward Allen

Business Agent, Local 655

On November 25, 1978, Charles J. Ciolino, Local 655 Secretary-Treasurer, passed away and an era came to an end.

When Charlie came to the Bay Area from Cincinnati, Ohio, his family settled in the North Beach section of San Francisco. Charles grew into the labor movement, working first as a warehouseman for Petri Wine Company and later as a Dispatcher for Local 6 of the old CIO. From there Charles progressed to Local 12 and then in the mid 50's came to the Teamsters as a result of the Teamster-Longshore merger.

Assigned as an organizer for the Western Conference of Teamsters, Charlie worked all over the Pacific Northwest and was instrumental in organizing many plants and warehousemen. In the early 70's Charlie was assigned to assist Local 278 until he became the Secretary-Treasurer of Local 655 upon the death of Joe Dillon, Sr. in 1975.

Charlie will be sorely missed by his membership in Local 655. An era has truly come to an end. A salute to a true leader.

has had serious impacts on tomato, sugar beet, and other major crops in the past. It has, consequently, also impact on jobs in packing plants, as well as farms, and when that happens it can't help but have a big impact on the transport industry and other Teamster jobs.

The state project is called the Curly Top Virus Management Program. It is practiced in the great valleys of California, in desert areas, and in spots along the coast. Its purpose is to keep the populations of the tiny beet leafhopper down to levels low enough so that they can't devastate crops, resulting in loss of farm income as well as jobs.

After a devastating outbreak of curly top virus in the year 1919, the Pacific Sugar Corporation closed its refineries in Corcoran (Kings County) east of Hanford, and its plant at Visalia in Tulare County. All the jobs at those plants — the former established in 1908 and the latter in 1906 — were wiped out. Refiners simply could not count on a large and steady supply of beets in the face of grower reluctance to plant beets again. The insect took 100 percent of their crop in the southern San Joaquin Valley. Other jobs were also affected in the same outbreak, as

100 percent of the melon and tomato crops were lost in the same area. The two sugar refineries never returned — and for a while it was feared that nobody would ever plant these crops below Fresno again.

The southern San Joaquin was not the only area affected by the 1919 outbreak. Flights of the insects invaded the entire San Joaquin Valley, much of the Sacramento Valley and many areas in the Salinas Valley, the San Francisco Bay area and Ventura, Santa Barbara, Los Angeles, Orange and San Benito Counties.

The 1919 event resulted in the first step being taken to control the ravages of this insect. A man named Edwin Schwing was hired by the Spreckels Sugar Co. to investigate the problem and come up with a solution. After 11 years of exhaustive research, during which he went everywhere in the state to look into the life history and habits of the leafhopper, Schwing concluded the best insurance for jobholders and growers was a control program on the hopper's overwintering grounds on the west side of the valley. At first, sugar companies undertook a spray program, then later individual farmers joined, but because of the migratory habits of the hopper, which ranges on occasions as far north as Siskiyou County and westward onto parts of the coast, the state's Depart-

Fair Labor Act now forty years old

The Fair Labor Standards Act, signed into federal law in 1938, observed its 40th birthday last October 24th.

The Act established the Department of Agriculture was deemed the best agent to conduct the program.

That agency, now the California Department of Food and Agriculture, has been managing curly top since 1943 when 1,500 acres of rangeland were sprayed. By 1941, that number had grown to 140,639 acres. It has hovered near that figure ever since — protecting both farm income and jobs.

The program, is financed mostly by grower assessments, which go to pay for 65% of the program budget of about \$800,000 annually. General taxes pay for 35% of the cost because it has been found that the program protects a great many city gardens in large urban areas. In addition to tomatoes, curly top virus attacks a great number of plants favored by city green-thumbers.

Among them are: peppers (chili, bell), squash, melons, beets, beans, dill cucumber, calendula, chrysanthemum, delphinium, carnation, poinsettia, gypsophila (baby's breath), sunflower, hibiscus, lobelia, mathiola (stock), oxalis (ground cover), petunia, primrose, rhubarb, viola and zinnia.

tional principle of minimum wage, overtime pay and child labor protection for America's workforce.

When the FLSA was enacted it set a minimum wage of 25 cents an hour, a maximum workweek of 44 hours and child labor standards.

Enactment of the law also permitted establishment of the Wage and Hour Division in the Department of Labor. The division administers and enforces the law.

FLSA has been amended six times since 1938. On each occasion, the minimum wage has been increased and gradually the act's coverage has been broadened to include millions of workers never before covered.

The federal law, providing unheard of protections for workers, was conceived and enacted during a period when the United States was beginning to come out of the Great Depression.

Some eight million Americans were still jobless at the time while those who had jobs were often working excessively long hours at low wages and lived in daily fear of wage cuts.

The FLSA has remained a vigorous part of the federal labor law because for 40 years the enforcement has been considered a primary policy by the Department of Labor.

Lowell Goodyear

Teamsters in Marin and Southern Sonoma counties are still mourning the death last October 24 of Lowell Goodyear, former President and Business Agent of Novato's Teamster Local 624.

Goodyear, who was 64, had been a long-time Trustee of the California Teamsters Health and Welfare Trust Fund.

IN MEMORIAM

MUNDIE, ROBERT, Local 12, San Francisco, August 22.

SHAW, DONALD, Local 12, November 10.

FISCHER, JOHANN, Local 226, San Francisco, September 24.

TRATHEN, RAY, Local 226, November 13.

WARD, STEPHEN, Local 226, September 19.

WEIMERS, ALBERT, Local 226, August 29.

LAND, REX, Local 853, Oakland, November 10.

PRETTI, MEL, Local 265, San Francisco, November.

RUSSI, ANDREW, Local 265, November.

NEFF, HERBERT, Local 921, San Francisco, November 10.

GAGNON, JAKE, Local 484, San Francisco, October 9.

JONES, ALFRED, Local 860, San Francisco, October 7.

DE MARS, ROBERT, Local 750, Oakland, October 1.

HOPPER, LEILA, Local 750, October 20.

MADRID, ROSE, Local 750, October 29.

MARKS, MARY, Local 750, October 22.

MOFFETT, ALDA, Local 750, October 21.

SLOAN, MABEL, Local 750, October 23.

ALLEN, MELVIN J., Local 85, San Francisco, November 4.

BAKER, KENNETH C., Local 85, November 13.

BERNARDI, GIUSEPPI, Local 85, November 13.

BRANNAN, JAMES L., SR., Local 85, November 6.

BRULEZ, RENE, Local 85, November 19.

DRISCOLL, JOHN, Local 85, October 21.

KASICH, PETER, Local 85, October 31.

LOCKHART, FRANK, Local 85, October 25.

ROMANCOSKI, BENJAMIN, Local 85, November 17.

SARTORI, SERGIO, Local 85, November 11.

TREMAIN, WILLIAM, Local 85, November 13.

VERDOIA, JOSEPH, Local 85, November 1.

CIOLINO, CHARLES J., Local 655, November 5.

GOODYEAR, LOWELL, Local 624, October 24.

We Do Not Patronize

Teamsters and their friends are urged not to patronize the following:

SAN FRANCISCO

D'Angelo & Son
(724 Ellis Street)
Light Soda on Tap
San Francisco
Ambulance Service
Curran's Chapel of the Sunset
Smith Corona
Marchant Corp.
W. W. Gainger Co.
Monroe Motors
Coit Drapery Cleaners
Park Lane Cleaners
French Drapery
Keith's Tire Centers
Corard Tire Service
Dy Doe Wash Co.
U. S. Messenger Service
Aero Messenger Service
Special T
Speedy Gonzales
Mail Delivery Service
Quick Way
Redco Delivery Service
Armored Transport Co.
Melody Paint Co.
Yellow Cab

EAST BAY

Gateway Bus Company
Big "O" Tire, Richmond
& Martinez
Hayward and Oakland
Checker Cab Co.
Associated Cabs
Reliable Cab Co.
Country Maid
Creamery Products
Roberts Tire Co.
Chapel of the Chimes
Daily Review
Smiser Freight Services
Jess C. Spencer
Mortuary
Patron Service, Berkeley
Chapel of the Valley
Mortuary, Castro Val.
Town and Country
Cleaners, Hayward
Harvy's Catering

Wood's Catering
Mobile Vendors
Keith's Tire Center

BAY AREA

Gerard Tire Service
Big "O" Tires
Consumers Tire

CONTRA COSTA COUNTY

Cadillac Ambulance

OAKLAND

A Tire & Brake
Bay Vulcanizer Co.
Yellow Cab Co.
ARA Tire Co.
George Orin Tires
Luxury Cab Co.

SAN LEANDRO

Toyo Tire
Air Treads
George Orin Tires
City Cab Co.
Bankers Printco Co.

ALBANY

Goodyear

SAN PABLO

Goodyear

NEWARK

Semperit Pacific Tires
Gerard Tire Co.

MARIN COUNTY

Empire Sanitation

SONOMA COUNTY

Groskup-Weider
Trucking Co.
Empire Sanitation

SACRAMENTO

Courtesy Cab
Coca-Cola
Pepsi-Cola

Capital Plywood
Super Tread Tire Co.
Broadway Tire Service
Coit Draperies
Pop Pies
Hires Bottling
Pixie Bread
Hite's Dairy
Party Pies
Canada Dry Products
Booster Bread
Radio Tire Co. and
Radio Recapping
Radial Tire &
Radial Recapping

PENINSULA

Parts Exchange (Partex)
So. San Francisco
Commercial Tire
Warehouse
A-1 Sanitation
So. San Francisco
Tire Master, Inc.
Howard Tire Service
Crown Imports Co., Inc.
Coit Drapery Cleaners
Burlingame
Dydee Wash & Co.
So. San Francisco

STOCKTON

Darwin Farms

SANTA CLARA COUNTY

All Jersey
Gilroy Motors
Pixie and Boster
Bread Co.
Tire Outlet
Brentwood Farms
General Appliances Co.
Golden Home
Furnishing
Discount Furniture Co.
Garrard Tire Co.
Fernstrom Moving &
Storage
Servi Soft
San Jose

Able Label Tire Co.,
"d-b-a" Emporium
Tire Center
American Auto Parts
Marx Chevrolet
Keith's Tire Center
Alum Rock Cheese Co.
California Cheese Co.
Parola Cheese Co.

MONTREY

Pyramid Van & Storage

YOUNTVILLE

Knight's Lumber

BENICIA

Lutz Tire Co.

EUREKA

Humboldt Fir Co., Inc.
Hoopa
S & W Cab Co.,
McKinleyville

SANGER

Glacier Packing Corp.

SANTA ROSA

Coor's Beer

HUMBOLDT and
DEL NORTE COUNTIES
Life and Times
Newspaper
Tri City Newspaper
Arcata Union Newspaper
Humboldt Beacon
Newspaper

NAPA

Kenyon Building Supply
Heinke and Dybdahl
Building Supply

STATEWIDE

Kennedy Enterprise
M. & M. Bus Co.,
California Sightseeing
Tours
Senor Foods
Kiasco Products



— From Our Man in Sacramento —

California Teamsters Legislative Report

By Gerald O'Hara, Legislative Representative

Unemployment and Disability Insurance benefit level increases are somewhat dependent on the amount of money in the funds at the time that the Legislature approves new benefits. At an Interim hearing on the state of the two funds, it was reported to the Assembly Subcommittee on Unemployment and Disability Insurance that the \$1.5 billion balance in the Unemployment Insurance Fund was not as high as the actuaries might want it to be before increasing benefits. However, the story was not at all gloomy when the hearing focused on the worker supported Disability Fund. There is a considerable surplus! Over-funding for the new pregnancy benefit has accrued an estimated \$150 million surplus which can be used to fund new benefits or be refunded to taxpayers.

Turning again to Unemployment Insurance, employer witnesses indicated again their interest in increasing qualifying wages calling California's \$750 earnings too generous. It's obvious that the battle for seasonal workers will have to be waged again in the coming legislative session.

Workers' Compensation Regulations have been adopted by Franklin O. Grady Administrative Director, Division of Industrial Accidents.

Employees will have to be informed by their employer of their right to request a change of initial treating physician if the physician was selected by the employer, to be treated by a physician of the employees' own choice 30 days after reporting the injury, and to direct initial treatment by designating a personal physician.

NOTE! To opt for the free choice of initial treating physician, the employee **must** have notified his employer **in writing** prior to the on-the-job injury. While the employer must provide first aid and emergency treatment, the employee will not be able to make his free choice after the fact unless the employer so consents. The designated free choice physician can be a corporation, partnership or association of doctors of medicine or osteopathy. In other words, the groups such as Kaiser are covered and an employee could fulfill the selection by naming Kaiser as his free choice designated physician.

Mandatory Overtime continues as one of the major issues of interest to workers. In my earlier reports, I have indicated the defeat of AB 1295 by Assemblyman Tom Bates (D) Oakland. Since there is so much interest, we have undertaken to develop an outline of overtime regulation as it has evolved since "women's protective laws" were first established by the California Legislature in 1911.

Overtime is currently regulated by federal and

state law, and in organized industries by collective bargaining agreements. There are two basic federal laws relating to the regulation of hours of work — the Fair Labor Standards Act, which applies generally to persons engaged in, or producing goods for, interstate or foreign commerce, and the Walsh-Healy Act, which applies to persons working on public contracts. Of these two federal laws, the Fair Labor Standards Act is more broadly applicable. The basic overtime standard provides for payment of time-and-a-half for any work in excess of 40 hours per week. Many employees are exempt from the overtime provisions (when the standard was enacted twenty-six industries were exempted), although recent amendments provide a gradual phasing-out of exemptions for about one-fourth of those industries not previously covered. Neither federal law, however, contains more stringent overtime standards than the California Industrial Welfare Commission (I.W.C.) orders when considered in conjunction with state law. The basic provisions of California law read as follows:

Working Hours and Days of Rest (Excerpts from California Labor Code)

Sec. 510 — 8 hours of labor constitutes a day's work, unless it is otherwise stipulated by the parties to a contract.

Sec. 551 — Every person employed in any occupation of labor is entitled to one day's rest therefrom in seven.

Sec. 552 — No employer of labor shall cause his employees to work more than 6 days in 7.

Sec. 553 — Any person who violates this chapter is guilty of a misdemeanor.

Sec. 554 — This chapter shall **not** apply to any cases of emergency nor to work performed in the necessary care of animals, crops or agricultural lands, nor to work performed in the protection of life or property from loss or destruction, nor to any common carrier engaged in or connected with the movement of any train. Nor shall the provisions of this chapter apply when the employer and a labor organization representing employees of such employer have entered into a valid collective bargaining agreement respecting the hours of work of such employees. Nothing in this chapter shall be construed to prevent an accumulation of days of rest when the nature of the employment reasonably requires that the employee work

7 or more consecutive days, providing that in each calendar month the employee receive days of rest equivalent to one day's rest in 7. (The rest days equivalent applies to collective bargaining agreements unless the agreement expressly provides otherwise.)

Sec. 556 — This chapter shall not apply to any employer or employee when the total hours of employment do not exceed 30 per week or six per day.

In addition to these provisions, the Legislature has delegated to the Industrial Welfare Commission which is presently chaired by Mike Elorduy, Secretary-Treasurer of California Cannery Council, the authority to set the "maximum hours of work consistent with the health and welfare of employees engaged in any occupation, trade, or industry in this state." Originally established in 1913, the I.W.C. has promulgated fifteen "orders" covering twelve different industries and three groups of occupations not covered by the industry orders. Issuing from the 1911 "women's protective laws," these provisions applied only to women and minor children until U.S. Department of Labor and Equal Employment Opportunity Commission interpretations of the 1964 Civil Rights Act led to several California court decisions effectively prohibiting preferential treatment of women. Those provisions of the I.W.C. orders affecting the hours of work were made applicable to male employees, as well as to women and minors, for the first time in the 1976 orders. The I.W.C. has come to rely entirely on premium pay to enforce maximum hours in most industries. However, this was not always the case. The 1911 law specifically prohibited women from working more than eight hours per day, six days per week in specified industries. The early I.W.C. orders covering employees in other industries permitted overtime work, with premium pay of time-and-one-half only in emergencies or when processing perishables.

The current I.W.C. orders for most industries require the payment of one and one-half times an employee's regular rate of pay for work in excess of forty hours per week and eight hours per day and for the first eight hours worked on the seventh day of a work week. Double an employee's regular rate of pay is required for work in excess of twelve hours per day and for work in excess of eight hours on the seventh day. Agricultural, household and food processing industry orders have somewhat different provisions, allowing more hours of work before premium pay is required in one case and establishing a maximum number of hours per week in another.

Election

(from Page 1)

increase of four and the Senate will have two.

Teamster-endorsed candidates fared very well in last month's elections. Eight of the ten Constitutional officers endorsed were successful at the polls with Governor Edmund G. Brown winning reelection with a 1.3 million vote margin. But Lt. Governor Mervyn Dymally and Attorney General Candidate

Yvonne Burke both went down to defeat by over 500,000 votes. Secretary of State March Fong Eu made the best showing among the contested constitutional races garnering 63% of the vote and a 2 million vote margin.

6 out of 7

Six of the seven ballot proposition recommendations met with success. Thirty of the thirty-six Teamster-endorsed Congressional candidates won. Eighteen of twenty State Sena-

torial victors were endorsed by the Teamsters as were fifty-nine of the seventy-three Assembly endorsed candidates.

California's Congressional delegation now has 26 Democrats and 17 Republicans, a gain of 3 to the Republican party.

Among those losing their races was the Dean of the California Legislature, Assemblyman Vince Thomas (D) San Pedro who served as Assistant Speaker Pro Tempore and who was first elected in 1940.

O'Reilly

(from Page 1)

the first Human Rights Commission in San Francisco, served on the County Grand Jury, and has been an active supporter and worker for many Bay Area organizations including the Kidney Foundation, Godfathers Club of St. Vincent's School for Boys, and the Friends of Mt. St. Joseph's Home for Girls.

Proceeds from the \$75 per plate dinner will help to estab-

lish a research fund in O'Reilly's name at the Duarte, California medical complex in a research field he selects. The City of Hope makes available free care of unsurpassed quality.

Tickets for the 7:30 Thursday night dinner January 18 can be obtained by writing to City of Hope, 667 Mission Street, Suite 200, San Francisco, Ca 94105, or calling Josef Elman at (415) 982-7935. No-host cocktails will precede the dinner in the hotel's Gold Room.